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Agenda Item 3b

September 13, 2011

TO: MEMBERS OF THE HEALTH BENEFITS COMMITTEE

- I. **SUBJECT:** Wellness and Disease Management Update
- II. **PROGRAM:** Benefit Programs Policy and Planning
- III. **RECOMMENDATION:** Information
- IV. **ANALYSIS:**

This agenda item updates the Health Benefits Committee on the status of Worksite Wellness Pilots. The goal of these pilots is improve and enhance the CalPERS health program in the following ways:

- Promote wellness, enhance delivery of health care services, and improve health outcomes for members;
- Reduce future medical expenses for CalPERS membership; and
- Apply principles of evidence-based medicine to health care.

These worksite wellness pilots have common characteristics that focus on completion of self-reported health risk assessments, biometric screening for early detection of disease risk, and employer-sponsored wellness activities including promotion of weight loss, increased exercise, healthy life-style and care management coaching. Employers selected to participate in these pilots include both State and contracting agencies located throughout California.

In July 2011, the California Association of Physicians Groups (CAPG) partnered with CalPERS to develop a worksite wellness pilot in Santa Cruz County. The goal is to achieve the most effective and measurable changes possible with little to no financial investment. The actual expenses for the program will be covered through grant funds from the Institute for Health and Productivity Management (IHPM).

The pilot, *Cruzin' to Health with Changes that Last a Lifetime®*, features a 12-week wellness program. The program was designed to help employees reduce their health risk factors, reduce total health-related costs, and increase

employee productivity and wellbeing through a comprehensive “outside in” approach, in which employees set and achieve health-related goals.

Program participants agree to partake in a biometric health screening at the beginning of the challenge to identify their cholesterol, triglycerides, glucose, blood pressure, pulse, and BMI baselines. During the challenge, employees have access to *Know Your Number*® (a tool designed to indicate chronic disease risk), *Body-for-Life* (an easy-to-follow nutrition and fitness program) and other on-site nutrition and fitness information, support, and incentives. At the end of the challenge, employees will again participate in the biometric screening to identify health improvements. Currently there are more than 500 participants in the program.

CalPERS health plan partners have begun sponsoring Worksite Wellness Programs. Each health plan partner provided a status report in the attachments and will make brief presentations to the Board. A summary of each health plan sponsored worksite wellness program including launch date is provided below.

Anthem Blue Cross (Anthem)

Anthem will report on its project with the California Department of Transportation in Inyo and with Shasta Counties.

In August 2011, CalPERS staff approved Anthem’s proposed worksite wellness pilot focusing on the rural population’s unique needs. The pilot will be branded as a CalPERS project. Anthem will provide onsite health promotion activities, health assessments, biometric screenings, and wellness resources (e.g. a wellness advisor and a wellness learning center) for employees at the two sites over a three-year period. Program evaluation measures include satisfaction, engagement, changes in risk factors over time, health care costs, and absenteeism. Anthem will collect the pilot data and forward to CalPERS for analysis and reporting.

Blue Shield of California (Blue Shield)

Blue Shield will report on its project at the Richmond campus of the California Department of Public Health.

In May 2011, Blue Shield launched an onsite wellness pilot for all employees, regardless of health plan affiliation, to:

- Assess the impact of significant employer leadership engagement and peer support on wellness program participation levels;

- Encourage participants to gain a comprehensive understanding of their health status through an online health risk appraisal and onsite biometric screenings; and
- Introduce and support positive behavior changes via *Weight Watchers at Work* program, and through a physical activity challenge.

Kaiser Permanente (Kaiser)

Kaiser will report on its wellness projects with Solano County and with California State University at Northridge.

Starting in September 2010, Kaiser worked with each agency to implement a pilot program with the following objectives: improve the health of members identified as “at-risk” for diabetes; improve overall employee health, and test the pilot approach. The diabetes risk program included identifying and reaching out to those at risk, lab testing, and telephonic coaching. Kaiser identified 693 employees at risk for diabetes. The majority (64 percent) of these employees completed lab testing, 30 percent had elevated lab test results. Kaiser is working with these employees to improve their health by directing them to appropriate health care professionals to provide follow up and continuation of care.

Performance Measurement

It is CalPERS expectation that the Health Plan Partners will demonstrate its program effectiveness through clinical performance measures. The outcomes of these wellness pilots will provide valuable information in the development of performance metrics, future benefit designs, and provide members additional means to be proactive in improving their overall health.

V. STRATEGIC PLAN:

This directly relates to of the Strategic Plan Goals X and XI which state:

- “Develop and administer quality, sustainable health benefit programs that are responsive to and valued by enrollees and employers.”
- “Promote the ability of members and employers to make informed decisions resulting in improved lifestyle changes and health outcomes.”

VI. RESULTS/COSTS:

This is an information only item.

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Attachments

